



ST. CATHERINE'S COLLEGE

A CHURCH OF ENGLAND ACADEMY



Behaviour Support Assistant

37 hours per week - school term time + 1 week - Single Status Grade 8 £30,084—£32,067 pa pro rata





Thank you for your interest in joining our team at St Catherine's College.

We are delighted to have the opportunity to share the information for this role with you. We invite you to take a moment to explore our website at www.stcatherines.college, to find out more about us. We hope you find these resources helpful, as you consider this exciting opportunity.

St Catherine's College is situated on the sunshine coast, beautifully set between miles of unspoilt coastline, part of the South Downs National Park, Beachy Head and 1066 country. Eastbourne is a wonderful place to live and work.

As a Church of England Academy and part of the Diocese of Chichester Academy Trust, we are unique in East Sussex. We are committed to putting our students at the heart of everything we do. We believe that by emphasising high standards and firm boundaries, all underpinned by our Christian vision and values, we create a safe and nurturing environment where students can thrive.

St Catherine's College prides itself on forging strong relationships with families, students and staff alike. We are always hugely oversubscribed as a result of the high standards and values we promote.



At St Catherine's College, we take great pride in our talented and highly motivated staff and students. Our team works tirelessly to provide the best possible learning experience, and we value the unique contributions of every member of our community.



We provide a welcoming and supportive environment for staff where we actively promote opportunities for personalised CPD. All our staff are precious to us; their health and wellbeing is of paramount importance and therefore we offer a highly subsidised membership to Benenden Private Medical Healthcare.

Our vision is to prepare our students to excel locally, nationally, and globally, to become independent learners and responsible citizens, and to embrace the challenges of an ever-changing world. We believe that education is not only about academic excellence, but also about nurturing the values, attitudes, and behaviours that enable individuals to learn to live together in a supportive, accepting, and compassionate manner.



We strive to empower every student, regardless of their background, to become an active participant in shaping their community and society. By focusing on life skills such as communication, collaboration, and self-motivation, we equip our students with the tools they need to become confident, aspirational, and resilient individuals.

We are delighted that you are considering applying for this post. We look forward to working together to enable our students to excel and flourish in their secondary education and beyond. As Jesus said, **'I have come that you may have life, and have it to the full' (John 10 v10b)**. We believe that by working together, we can help our students achieve their fullest potential.



Staff "set very high standards for students' behaviour. Students respect these expectations. As a result, behaviour is good in this school and classrooms are calm and purposeful." *Ofsted*

"There is powerful team camaraderie present in this school. Staff work very well together to help students fulfil their potential." *Ofsted*

The Post

We are seeking a dedicated and experienced Behaviour Support Assistant to join our team at St Catherine's College. As a behaviour support assistant, you will play a crucial role in fostering a positive and inclusive learning environment by providing tailored support to students with behavioural challenges.

If you are passionate about making a difference to the lives of young people and have a strong background in behaviour management and support we encourage you to apply.

This is permanent post for 37 hours per week. You will work school term time plus one week in the school holidays.

The Benefits of Working at St Catherine's College Include:

- Local Government Pension Scheme
- A friendly, supportive and caring staff team
- Very well-behaved students who are ambitious, hardworking, resilient, and responsible
- Highly visible, supportive senior leaders
- Professional development opportunities to enhance your skills and advance your career
- Subsidised membership to Benenden Private Medical Healthcare
- A fabulous, sociable staff room with complimentary tea and coffee
- Free flu vaccine
- A café that serves at breakfast, break and lunch, using freshly sourced ingredients
- Free parking
- Opportunity to make a meaningful difference in the lives of students and families in our community

"Students and adults thrive in this caring community that celebrates love at its core." (Inspection 2023)

"As a result of the rigorous routines used across the college, students are ready to learn and swiftly engage in lessons. This ensures that the atmosphere throughout the college in lessons and social time is calm, purposeful, warm and inclusive." (SIAMS Inspection 2024)

Job Description

Post: Behaviour Support Assistant

Grade: Single Status Grade 8 £30,084 - £32,067 pa pro rata

Actual Salary: £26,655

Responsible to: Behaviour Support Manager

Job Summary:

The Behaviour Support Assistant works closely with the Behaviour Support Manager, teachers, pastoral staff, and senior leaders to promote positive behaviour and support students who display social, emotional, or behavioural challenges. The role focuses on helping students engage positively with learning, develop self-regulation skills, and achieve their full potential within a safe and supportive environment.

Key Responsibilities

1. Student Support

- Provide one-to-one and small group support to students with identified behavioural or emotional needs.
- Implement individual support strategies and interventions as directed by the Behaviour Support Manager.
- Model positive interactions and reinforce appropriate behaviours in line with school policy.
- Support students' emotional wellbeing and help them develop coping mechanisms, self-awareness, and social skills.
- Intervene promptly in cases of behavioural crisis or emergencies to de-escalate situations and ensure safety of students and staff.
- Promote attendance, punctuality, and engagement with learning.

2. Behaviour Management and Interventions

- Monitor and record student behaviour using school systems, noting triggers and progress.
- Contribute to the analysis of behaviour trends and suggest strategies for improvement.
- Participate in implementing positive behaviour initiatives, restorative practices, and emotional regulation techniques.
- Work proactively to prevent exclusions and help reintegrate students following incidents or time out.
- Run our Reflection Unit on days when the Reflection Manager is not in school and when directed by the Behaviour Support Manager.

3. Communication and Team Collaboration

- Liaise with parents, carers, and external agencies as appropriate.
- Maintain confidentiality and professionalism at all times.
- Attend meetings, supervision sessions, and relevant training to develop practice.
- Contribute to a caring, inclusive ethos across the school.

Person Specification

Attributes	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Good basic education 	<ul style="list-style-type: none"> • Certification in behaviour management or counselling is desirable but not essential
Knowledge and Understanding	<ul style="list-style-type: none"> • Strong knowledge of behaviour management techniques, counselling theories, and intervention strategies • Knowledge of child protection and safeguarding procedures • Knowledge of a range of computer applications including word and excel • Use of diplomacy and sensitivity at all times 	
Experience	<ul style="list-style-type: none"> • Previous experience working with students with behavioural challenges in an educational setting • Successful Experience of working with secondary school children • Has experience of teaching small groups of students 	<ul style="list-style-type: none"> • Experience of working in a school / college
Skills and Abilities	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills, with the ability to collaborate effectively with diverse stakeholders • Crisis intervention skills and the ability to remain calm and composed in high-pressure situations • Ability to develop efficient record keeping systems • Ability to use initiative and make decisions • Have the ability to deal with unexpected situations • Ability to organise and prioritise own workload • To establish and maintain positive relationships with all stakeholders • Team player • Ability to be proactive 	

Person Specification continued

Attributes	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Belief in creating strong, positive relationships with our students • Ability to foster personal, social, emotional and academic development • Inspires, challenges and motivates our students cultivating an environment where they believe anything is possible • Is positive and passionate about ensuring our students receive outstanding pastoral care, prioritising their well being • A commitment to promoting equality, diversity, and inclusion in education • Commitment to safeguarding and promoting the welfare of children and young people • A positive and enthusiastic work ethic • High standards and attention to detail • To positively promote the college’s aims and ethos • Is a supportive team player, collaborating effectively with colleagues to achieve shared objectives • Willingness to participate in further training and developmental opportunities, actively seeking growth opportunities • A flexible approach • Good health and attendance record 	

Your Application

Completed application forms and letters of application should be sent directly to the college addressed to swindsor@stcatherines.college

The closing date for this post is 12 noon on **Friday 6 February 2026**

Please note that we reserve the right to consider applications as they arrive.

Please use the standard application form accompanied by a letter of application. We are unable to consider CVs in place of application forms unless you are a person with a disability and a CV is the most convenient method of applying. In your letter of application, you should clearly address the relevant sections of the Person Specification for this post and may find it helpful to use headings.

St Catherine's College is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject, or identify people who might abuse children or are otherwise unsuited to working with them. An enhanced DBS check is required for all successful applicants. Prohibition and overseas checks will also be completed if necessary.

For more information about this position, to organise a tour of the College or to have a confidential discussion about the role, please contact Sandie Windsor, Head of Personnel, on 01323 465469.